

Justification of Fixed Costs and Related Changes: NR&P (all dollar amounts in thousands)

Additional Operational Costs from 2007 and 2008 January Pay Raises	FY 2007 Budget	FY 2007 Revised*	FY 2008 Change
1 2007 Pay Raise, 3 Quarters in FY 2007 Budget	+\$406	+\$406	NA
<i>Amount of pay raise absorbed</i>	<i>[\$173]</i>	<i>[\$173]</i>	<i>NA</i>
2 2007 Pay Raise, 1 Quarter (Assumed 2.2%)	NA	NA	+\$152
3 2008 Pay Raise (Assumed 3.0%)	NA	NA	+\$761
These adjustments are for an additional amount needed in 2008 to fund estimated pay raises for Federal employees. If Congress confirms the President's 2.7% increase for January 2007, absorption will increase in Line 1 and become an issue in Line 2.			
- Line 1 is an update of 2007 budget estimates based upon an assumed 2.2%.			
- Line 2 is the amount needed in 2008 to fund the estimated 2.2% January 2007 pay raise from October through December 2007.			
- Line 3 is the amount needed in 2008 to fund the estimated 3.0% January 2008 pay raise from January through September 2008.			
Other Fixed Cost Changes			
4 Two Extra Paid Days	0	0	+\$255
This adjustment reflects the increased costs resulting from two more pay days in 2008 than in 2007.			
5 Employer Share of Federal Health Benefit Plans	+\$118	+\$118	+\$103
<i>Amount of health benefits absorbed</i>	<i>[\$51]</i>	<i>[\$51]</i>	<i>[0]</i>
The adjustment is for changes in the Federal government's share of the cost of health insurance coverage for Federal employees. The increase is estimated at 6.0 percent, the updated average increase for the past few years.			
SUBTOTAL, Other Fixed Costs Changes	+\$118	+\$118	+\$358
SUBTOTAL, ONPS Fixed Costs Changes (without Transfers)	+\$524	+\$524	+\$1,271
SUBTOTAL, Absorbed NR&P Fixed Costs	[\$224]	[\$224]	[0]
Internal Transfers and Other Non-Policy/Program Changes			
6 State Conservation Grants Administration			+\$1,625
This moves the State Conservation Grants Administration to NR&P/Grants Administration/State Conservation Grants Administration, to align with the other grant program' administration, from LASA/State Assistance/State Conservation Grants Administration.			+\$1,625
7 Heritage Partnership Programs			+\$7,400
This moves the Heritage Partnership Programs' Commissions and Grants to NR&P/Heritage Partnership Programs/Commissions and Grants from HPF/American Heritage & Preservation Partnership Program/Heritage Partnership Programs/Commissions and Grants.			+\$7,299
This moves the Heritage Partnership Programs' Administrative Support to NR&P/Heritage Partnership Programs/Administrative Support from HPF/American Heritage & Preservation Partnership Program/Heritage Partnership Programs/Administrative Support.			+\$101
TOTAL, All NR&P Fixed Costs Changes	NA	NA	+\$10,296

*Since no 2007 appropriation has been enacted, 2007 Revised Estimates assume enactment of the FY 2007 President's Budget. Other revisions have been made for changes in estimates.